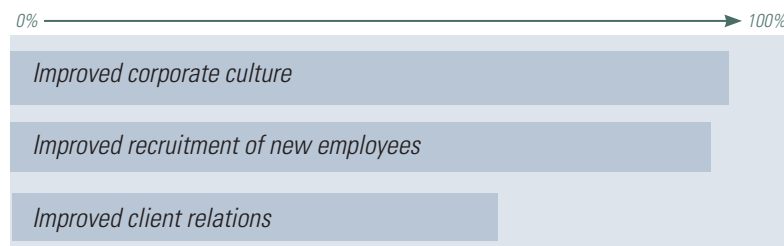


Employees who have disabilities improve performance and increase productivity

According to a study conducted for the Equal Employment Opportunity Commission in 2002, the performance of workers who have disabilities is equal to or better than their non-disabled peers. The study showed that 90 percent of employees who have disabilities are rated above average in job performance, and they have safety and attendance records exceeding the norm.

Increased effectiveness

Harvard Business School professors Robin Ely and David Thomas, studied the benefits of diversity strategies and found that diversity pays off with a more productive, effective company. According to the Society of Human Resource Management (SHRM), businesses experience overall improvements with the implementation of initiatives that include people who have disabilities as part of diversity planning. And that improves the bottom line.



A Society of Human Resource Management study indicates that employers perceive employees with disabilities positively with regard to overall business outcomes. Similar findings are confirmed in a 2007 study by Job Accommodations Network (JAN).

Data adapted from Society for Human Resource Management, Fortune Survey, 2001



For more comprehensive information on how hiring people who have disabilities can help build employee engagement for your business, resulting in increased productivity, visit the Society of Human Resource Management (SHRM) at www.shrm.org and use keyword 'employee engagement.'